

**ARTICLE 49**  
**PERMANENT-INTERMITTENT AND PART-TIME EMPLOYEES**

**A.** Permanent-Intermittent employees shall be used only for job assignments which are characterized by periodic, irregular or cyclical scheduling. Permanent-Intermittent employees shall not be used for the purpose of eroding permanent full-time employment.

**B.** Permanent-Intermittent and part-time employees are entitled to all benefits in accordance with Appendix C. Seniority is accrued in accordance with Article 11, based on hours worked.

**C.** Permanent-Intermittent and part-time employees shall have their holiday pay calculated in accordance with current practice except where such an employee works full-time for all non-holiday hours during the pay period in which the holiday occurs, whereupon they will be entitled to full holiday credit.

**D.** As applicable, the scheduling, furloughing, return from furlough, layoff and recall of Permanent-Intermittent and part-time employees shall continue in accordance with current departmental practices until negotiated otherwise in secondary negotiations. To the extent permitted by Civil Service Rules and Regulations, the issue of converting permanent-intermittent employees to permanent full-time is a proper subject for secondary negotiations. Any and all other issues arising out of the employment of Permanent-Intermittent and part-time employees shall be discussed in Labor-Management Meetings.

**E.** Permanent-Intermittent and part-time employees who have acquired status shall have transfer rights to other Permanent-Intermittent and part-time positions in accordance with Article 13, Assignment and Transfer. Further, Permanent-Intermittent and part-time employees who have acquired status shall have transfer rights to other permanent full-time and part-time positions in accordance with Article 13, Assignment and Transfer.

**F.** The Employer agrees to provide a minimum call-in guarantee of two (2) hours for Permanent-Intermittent employees who are scheduled to work or called in to work in accordance with departmental practice and who after arriving at the work site, are advised that they are not needed, or work less than two (2) hours.

**G.** Permanent-Intermittent and part-time employees who work an assigned shift and who, after returning home, are called back to work will be paid in accordance with the callback provisions as outlined in Article 14, Section H.